

4th Estate DACM and Career Support Center



**Create an Inspired, High-Performing Defense Acquisition
Workforce**

Empowered to Make a Difference in Acquisition Outcomes

**4th Estate Summit
September 3, 2008**



Vision - Mission - Guiding Principles

Vision

Create an Inspired, High-Performing Defense Acquisition Workforce Empowered to Make a Difference in Acquisition Outcomes

Mission

Represent the DoD Components outside the Military Departments and collaborate with the Service DACMs in matters relative to Defense Acquisition Workforce Education, Training and Career Development; align and support the AT&L Director Human Capital Initiatives

Guiding Principles

- Increase communications
- Expand existing capabilities
- Foster strategic developments
- Leverage and enhance existing assets
- Promote a shared vision across the DACM community



The 4th Estate Community

DCMA	Defense Contract Management Agency (DD63)	7416
DLA	Defense Logistics Agency (DD07)	3660
DCAA	Defense Contract Audit Agency (DD10)	3534
MDA	Missle Defense Agency (DD27)	746
DISA	Defense Information Systems Agency (DD04)	701
DTRA	Defense Threat Reduction Agency (DD61)	332
DAU	Defense Acquisition University	283
OSD	Under-Secretary of Defense/AT&T, (OUSD/AT&T) (DD01)	167
DFAS	Defense Finance and Accounting Service (DD35)	120
DeCA	Defense Commissary Agency (DD34)	104
TMA	TRICARE Management Activity (DD60)	84
DODEA	Department of Defense Education Activity (DD16)	67
BTA	Business Transformation Agency (DD77)	67
WHS	Washington Headquarters Services	64
OIG	Office of Inspector General (DD26)	34
DSCA	Defense Security Cooperation Agency (DD06)	24
DODHRA	Department of Defense Human Resources Activity	21
DARPA	Defense Advanced Research Projects Agency (DD13)	18
AFIS	American Forces Information Service (DD09)	17
NDU	National Defense University (DD69)	13
DODTRMC	Dept of Defense Test Resource Mgmt Center (DD68)	7
DSS	Defense Security Service	5
JS	Organization of the Joint Chiefs of Staff (DD02)	4
DTSA	Defense Technology Security Administration	4
PFPA	Pentagon Force Protection Agency (DD65)	2
DTIC	Defense Technical Information Center	2
DLSA	Defense Legal Services Agency (DD25)	1
DPOW	Defense Prisoner of War/Missing Personnel Office	1
TOTAL		17498

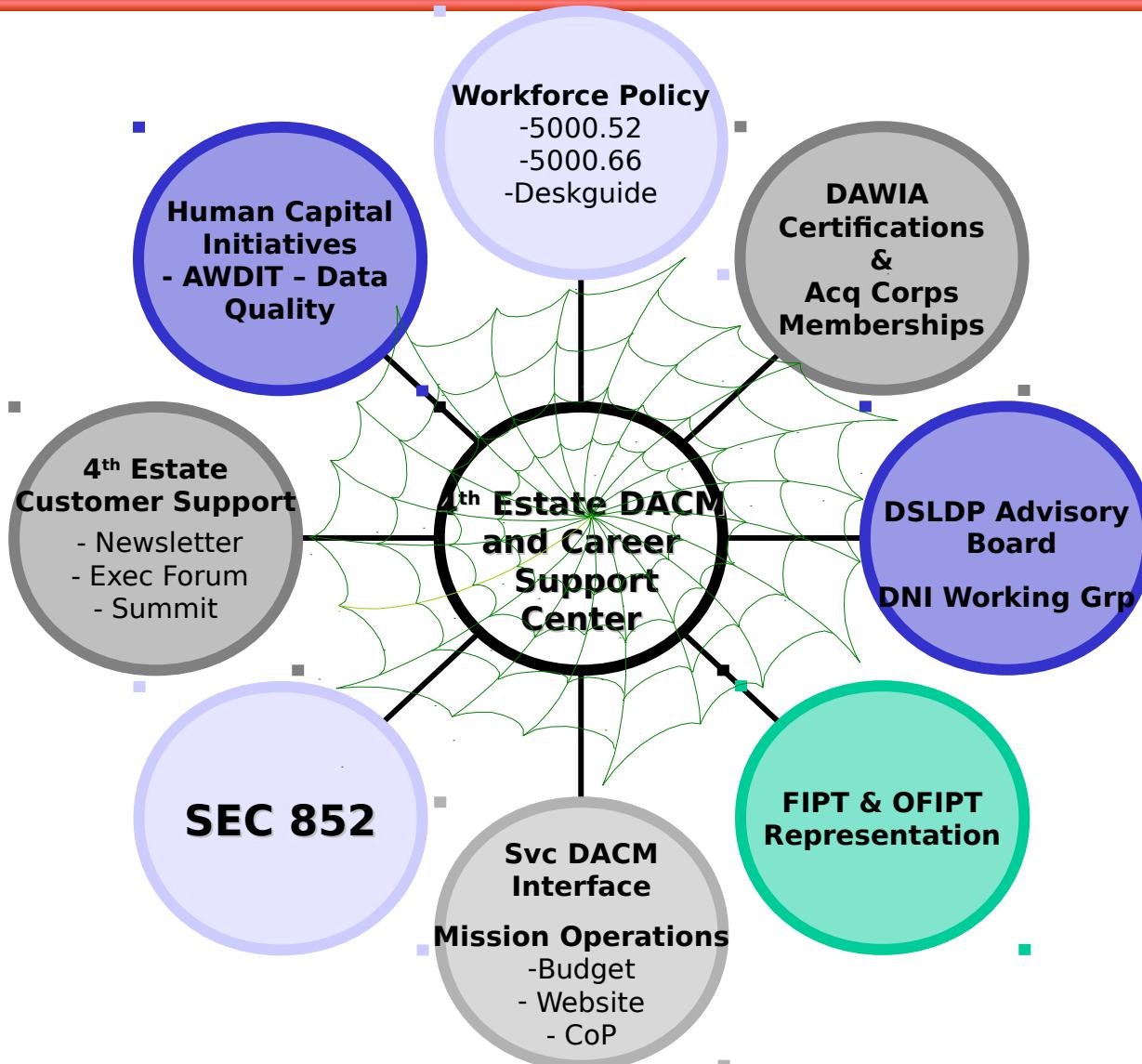
Our
Cust
omers



17,498 ...
Plus the
estimated 2,000
Intelligence
Community
workforce
members



Functions and Responsibilities





Model DACM Initiatives

- Enhance communications
- Promote collaboration across the DACM community
- Engage 4th Estate components in shaping the “Model DACM”
- Enable accurate, current and complete acquisition workforce data
- Foster efficient training and travel management
- Promote strategic alignment to support AT&L Human Capital Initiatives
- Expand workforce management tools and resources
- Establish Advisory Council (5-7 representatives)

Collaborate - Align - Strategize - Evolve



4th Estate DACM Team

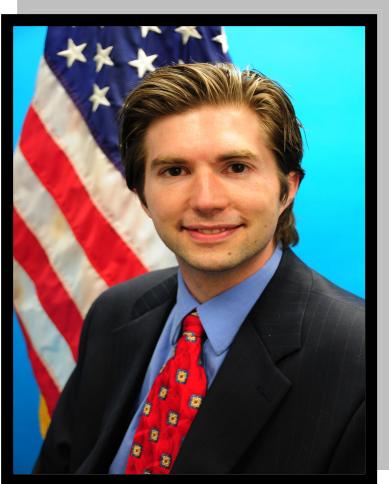
DACM - Assigned by each Department of Defense (DoD) component, they are responsible for managing the accession, training, education, and career development of their respective components' Acquisition, Technology & Logistics workforce.



Collaborate - Align - Strategize - Evolve



Jonathan - Senior Policy Analyst



- Has been part of the 4th Estate DACM Office since 2002**
- Serves as DAWIA Policy POC**
 - DoD Directive 5000.52
 - DoD Instruction 5000.66
 - AT&L Workforce Desk Guide
- Created the 2008 State of the Defense Acquisition Workforce Report**



Karen - Deputy DACM

Day to Day DACM Operations including

- DACM Mission Budget for internal operations
- Represent DACM at designated meetings
- 4th Estate Student Travel Budget for external operations
- 4th Estate Policies and Procedures for Student Travel, Quotas, and Help Desk Management
- Manage contractor support
- Customer Outreach
 - 4th Estate Executive Forums
 - 4th Estate Summits
 - Working groups (Intel, etc)
 - DACM Newsletter, website, portal, COP
- Resource Management
- FIPT membership for 4th Estate DACM



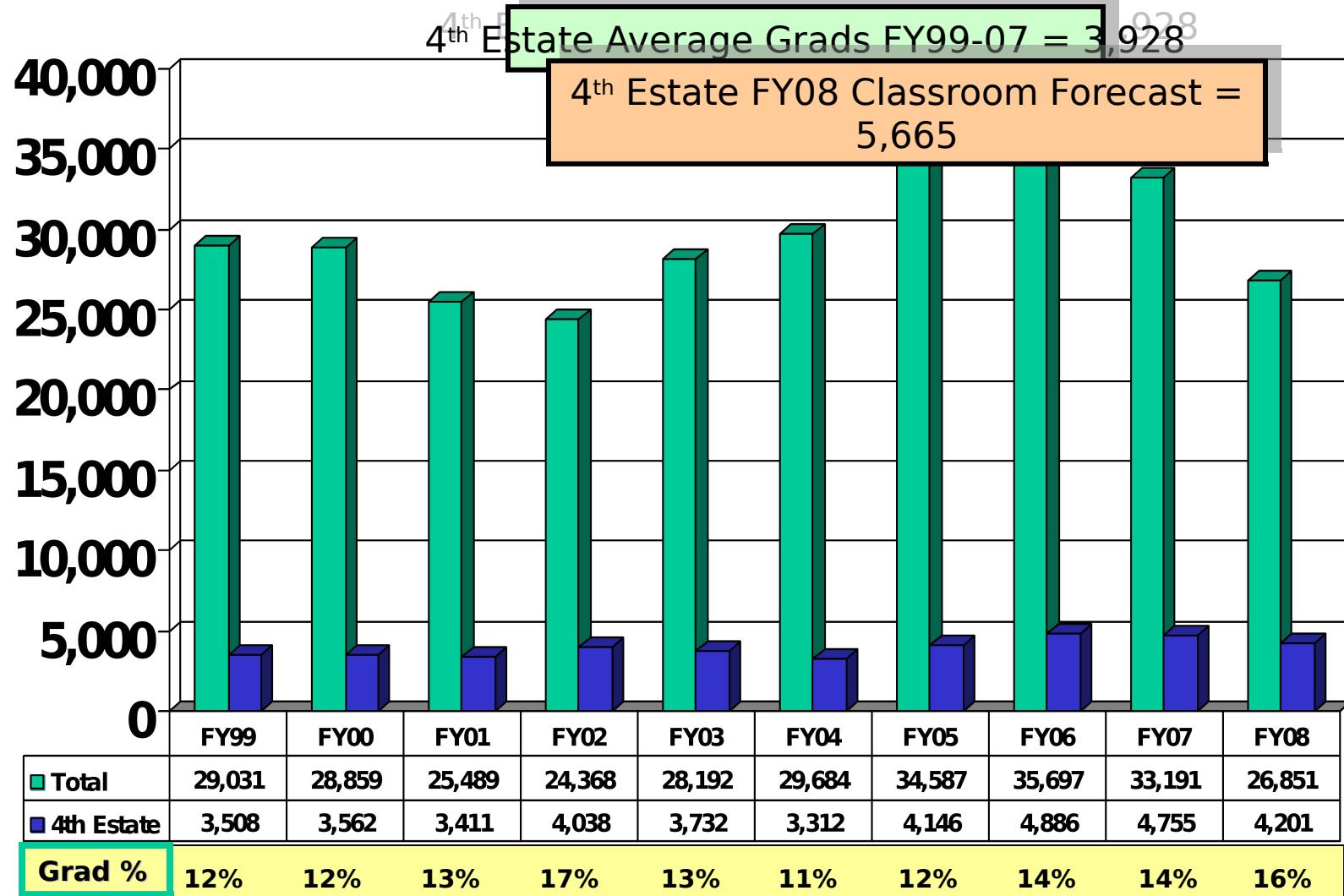


ASMR Support

Name	Role	Phone	E-mail
Mark Avey	Project Manager	703-752-5141	mavey@asmr.com
Jeb Ramsey	Quota Manager POC	703-752-3052	doddacmquotas@asmr.com
(P) Kama Cutler (A) Colleen Smith (A) Chris Pierce	ACQTAS Travel POC	703-752-3150	ACQTASTravel@asmr.com
Help Desk	ACQTAS Help Desk	703-645-0161	AcqtasHelp@dau.mil
(P) Primary (A) Alternate			



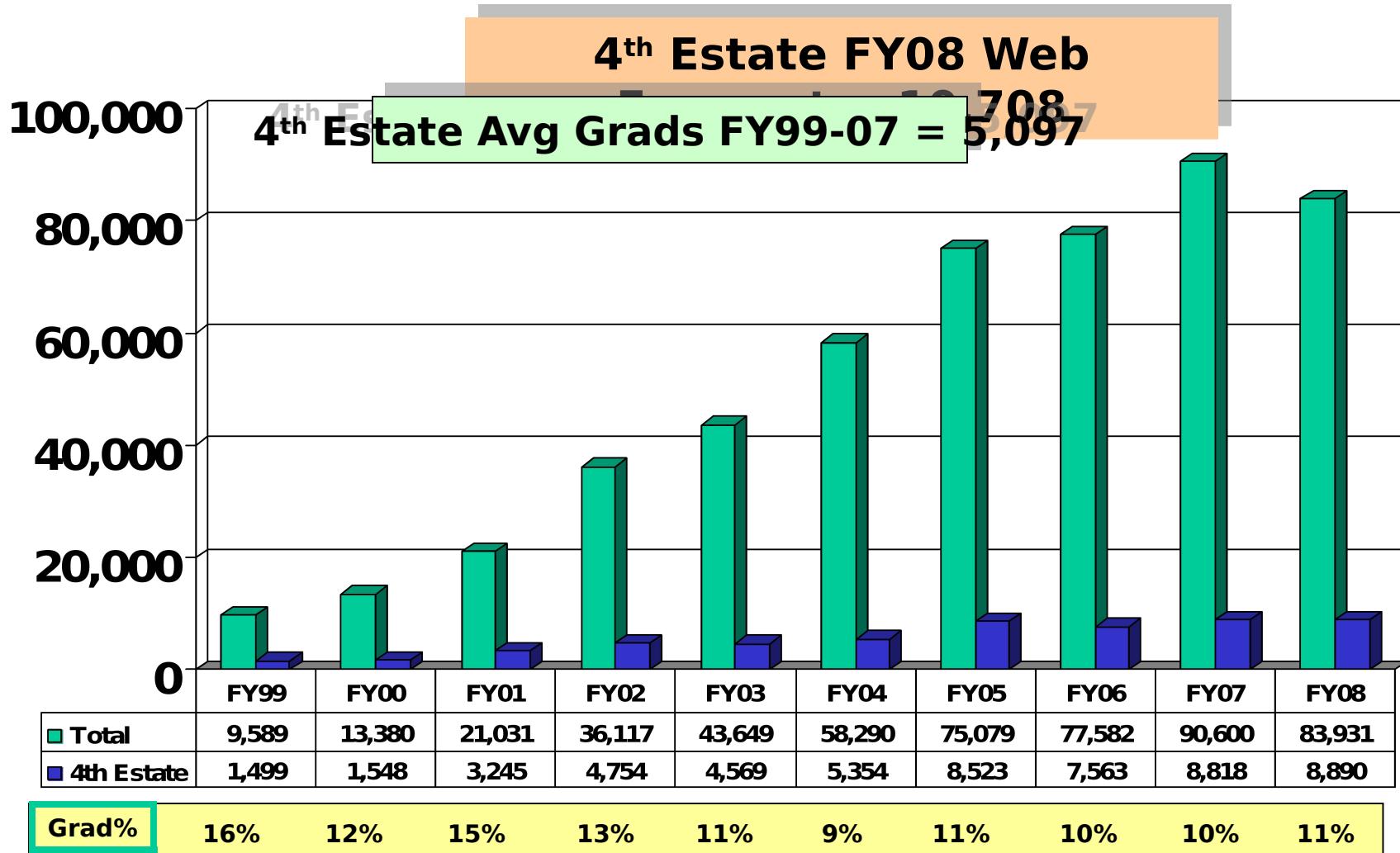
Classroom Grads



Note: Data current as of 3QrtFY08



Web Course Grads



Note: Data current as of 3QrtFY08



4th Estate Classroom Stats

Inputs by Training Priority

Priority 1	2,757	64%
Priority 2	635	15%
Priority 3	117	3%
Priority 4	613	14%
Priority 9	200	5%
Total	4,322	

Opportunities for Improvement

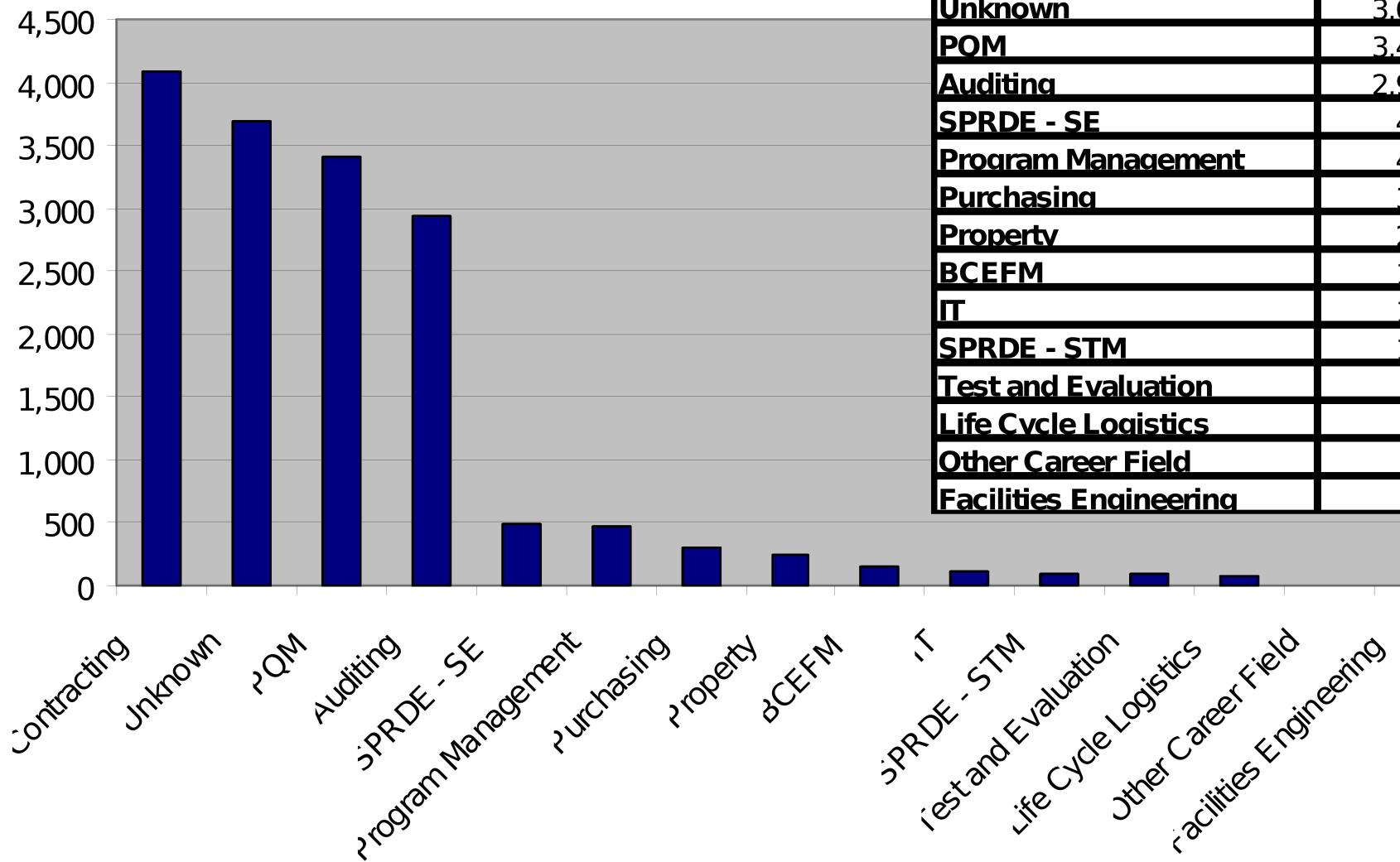
- Validate Priority 3's & 4's
- Investigate Attrition Reasons
- Reduce Future No-Shows

Capacity Management

Attritions	117
Inputs	4,322
Attrition Ratio	2.7%
Distinct Waits	377
Walk-ins	291
No-Shows	125
Reservations	4,156
No-Show Ratio	3.0%

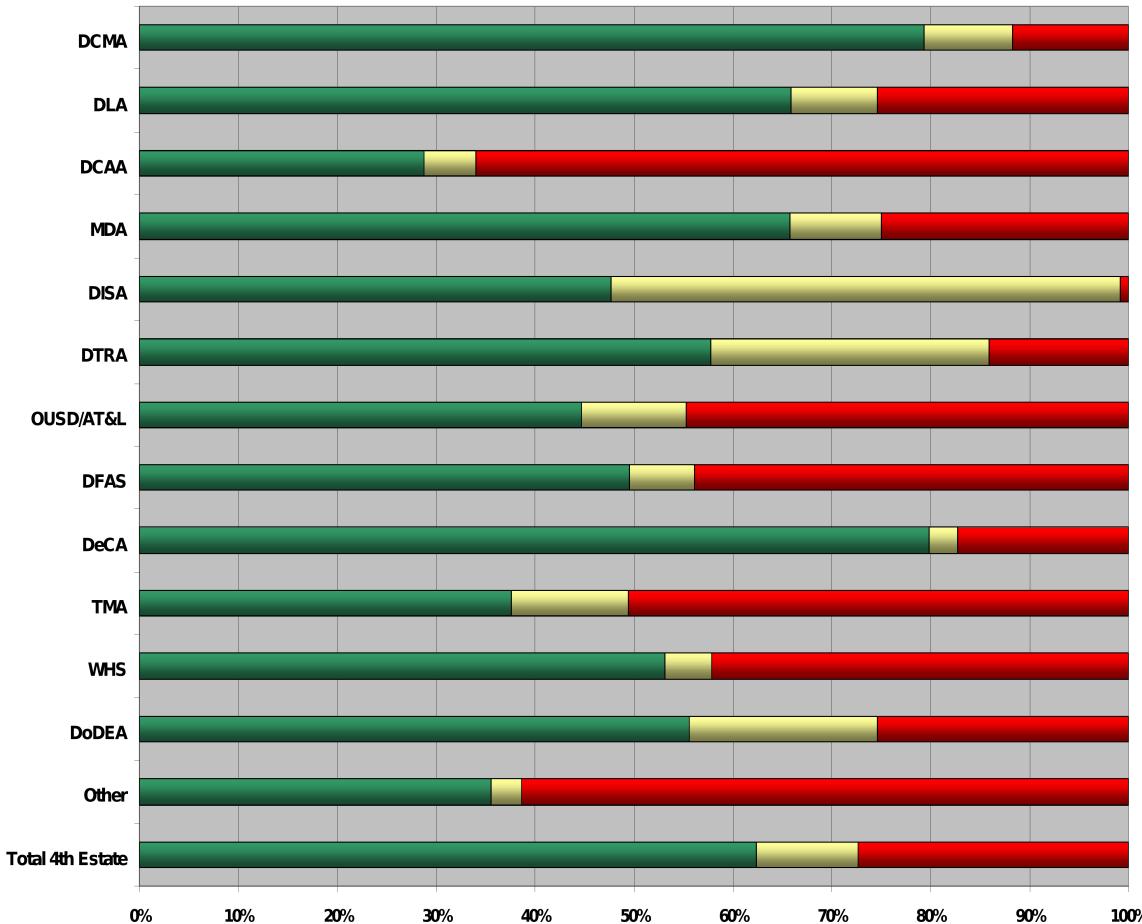


4th Estate Career Field Distribution





4th Estate Certification Rates



■ Meets or Exceeds Position Requirements
■ Position Certification Requirements Not Met*
■ Unknown

- The “not met” category includes workforce members who have been in their positions for less than 24 months. These workforce members are in a “grace period” and in compliance with DAWIA policy.
- The “Other” Category includes agencies with less than 50 AT&L workforce members



Acquisition Workforce Data Improvement Tool (AWDIT)

Address <https://awdit.dau.mil/user/PersonSubmit.aspx?userId=4555540> Go Links

Acquisition Workforce Data Improvement Tool (AWDIT)

Defense Acquisition University 

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1. Please input your data and click "Submit for Approval" at the bottom to submit to your supervisor in electronic format.
2. Move your mouse over data element to view more.
3. You will get 30 minutes to accomplish this task.
4. To toggle to the position screen, click on the "Position Number" (hyperlinked) data element below
5. (*) - Required to fill before submit for approval.

Person Information

(LastName, FirstName MI): E
SSN:
(click to check Position reqmt's): CG-03048-144929
Position Number(SF-50 #15): CG-03048-144929

Organization Code: A0217
Component Code: S.DLA
Unit Identification Code:
Person Type:

Civilian Details

Civilian Pay Plan:
Civilian Occupational Series: 03xx.General Administrative, Clerical
1102 Dt Appointed/Qualified: (yyyy)
Grade or Level: 03
Position Occupied (SF-50 #34): 1.Competitive Service

Special Programs

Intern Program Indicator: N.No
CO-OP Program Indicator: N.No
Tuition Indicator: N.No

Contact Emails

Your Email (*): Jeffrey.Birch@dau.mil
Your Supervisor Email (*):

Support Documentation

Upload file: Browse... Save
(You may upload any support documents by clicking the browse button)

Acquisition Data

Current Primary Career Field(*): C.Contracting
Career Level Achieved(*): 3.Senior Level III
Date Career Level Achieved(*): 199604 (yyyymm)
Career Level Authority(*): D.DOD
Secondary Career Field: None
Secondary Career Level Achieved: --Select--
Secondary Date Career Level Achieved: (yyyymm)
Secondary Career Level Authority: --Select--
Tertiary Career Field: None
Tertiary Career Level Achieved: --Select--
Tertiary Date Career Level Achieved: (yyyymm)
Tertiary Career Level Authority: N/A
Acquisition Corp Qualification Date: (yyyymm)
Acquisition Experience: 0 Month(s)

Acquisition Position Requirements

Acquisition Position Category: C.Contracting
Certification Level Requirement: 3.Senior Level III
Member Qualification Status: 1.Meets
Date Entered Present Position: 20080201 (yyyymmdd)

Buttons

Submit for Approval My Data is Current

Privacy and Security | Contact Us | Feedback | Legal Notices
Web Help Desk
issc@dau.mil



Areas of Opportunity

- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____

Identify process
improvements

Discuss tools/resources
to increase efficiencies



Points of Contact

➤ **4th Estate DACM and Career Support Center**

Jeff Birch, 703-805-4576

Jeffrey.birch@dau.mil

➤ **4th Estate Deputy DACM**

Karen Clougherty, 703-805-4655

Karen.Clougherty@dau.mil

➤ **4th Estate Policy & Career Support Manager**

Jonathan Higgins, (703) 805-1463

Jonathan.higgins@dau.mil



Questions
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